

Appendix 4
UNIVERSITY OF PRETORIA

FORMAT OF CURRICULUM VITAE

The University prefers the following CV format. Specific items can be added to or omitted to reflect faculty specific and/or individual circumstances, but the given numbering should, as far as possible, be followed to facilitate the evaluation process.

Provision of information about race and gender is optional, but will assist the University to report in terms of current employment equity legislation.

EVALUATION DATE: (Office use only)

1. BIOGRAPHICAL SKETCH

1.1 GENERAL INFORMATION

Surname	Brand										
First names	Heinrich Everhardus				ID Number						
Citizenship	South African				Title	PROF	Female		Male	X	
Place of birth	Windhoek, Namibia				Date of birth		07-06-1951				
Population group	African		Coloured		Indian		White	X	Other (Please specify)		
Department	HUMAN RESOURCES MANAGEMENT					Position		PROFESSOR			
Direct Telephone	012-420-3433					Direct Telefax		012-420-3574			
E-mail	hein.brand@up.ac.za										
Date of appointment	01-01-1977				Permanent full-time		X	Temporary full-time			

1.2 ACADEMIC QUALIFICATIONS OBTAINED

Degree / Diploma	Field of study	Higher education institution	Year	Distinctions
BA	• Psychology	U.P.	1973	Psychology
BA (Hons)	• Psychology	U.P.	1974	Clinical Psychology
MA (Clin.Psychology)	• Psychology/ Clin.Psychology	U.P.	1976	
DPhil.	• Psychology	U.P.	1985	

1.3 WORK EXPERIENCE TO DATE

Name of employer	Capacity and/or type of work	Period From: mm//yy to mm//yy
Department of Health	Clinical Psychologist	Jan.1976 – Dec.1976
University of Pretoria, Department of Psychology, Faculty of Humanities	Lecturer in Psychology, Clinical Psychology & Personnel Management.	Jan.1977 – Dec.1984
University of Pretoria, Department of Personnel Management/Human Resources Management, Faculty of Economic & Management Sciences	Lecturer in Human Resources Management, Industrial & Organizational Psychology and Psychology.	Jan.1985 – present.

1.4 PROFESSIONAL REGISTRATION

Registration category	Professional Body	Period From: mm//yy to mm//yy
Clinical Psychologist	S.A. Professional Board for Psychology	1976 - present
Master Human Resources Management Practitioner	S.A. Board for People Practices	1986 -present

2. TEACHING ACTIVITIES

2.1 COURSES PRESENTED

Course	Level (e.g. second year, Masters)	Self developed (Yes or No)
Psychology : Human Perception & Learning	100	Yes
Psychology : Theory in practice	100 & 200	Partly
Psychology : Theory & Practice of Behaviourism	300	Yes
Psychology : Clinical Psychology	700	Partly
Psychology : Behaviour Therapy	800	Yes
Psychology : Human Development	800	Yes
Industrial & Org. Psychology : Man as Personality	100	Yes
Industrial & Org. Psychology : Man in Interaction	100	Partly
Industrial & Org. Psychology : Industrial Mental Health	200	yes
Industrial & Org. Psychology : Employee Health & Ergonomics	200	Yes
Industrial & Org. Psychology .: Personality Psychology & Psychopathology	700	Yes
Industrial & Org. Psychology : Employee Health & Safety	700	Yes
Industrial & Org. Psychology : Employee Health & Safety	800	Yes
Industrial & Org. Psychology : Personnel Psychology (Ethics in the workplace))	800	Partly

2.2 OTHER EDUCATION AND PEDAGOGIC COURSES PRESENTED

Course	Year	Institution
Module in the Management Programme (Graduate School of Business) : Personal Development for effective Self-management	2003-2005	University of Pretoria
Module in the Management Programme (Graduate School of Business) : Presentation & Interviewing Skills for the Workplace	2003-2005	University of Pretoria
Short course through CE@UP : Presentation Skills for the Workplace.	Since 2003	
Short course : Leadership and Teamwork (to Hons.students in Industrial Psychology, Dept.of Psychology, UNAM)	2003-2004	University of Namibia
2 Modules in the Human Resource Management Programme Course : Health and Safety Management ; Ethics in the Workplace.	Since 2010	

3. TEACHING OUTPUTS

3.1 EDUCATIONAL PUBLICATIONS AND PRODUCTS

- The Relationship between Life Phase Realities and Career Achievement. Seminar on Career Orientation for Final Year Students, presented by The Department of Domestic Sciences, University of Pretoria, October 1979.
- The Syndrome of Burnout in the Career Situation. Seminar for Social Workers in Industry, presented by The Department of Social Work, University of Pretoria, July 1982.
- A Psychological Perspective on Retirement. Training Seminar of The Pretoria Institute for Retirement Planning, Pretoria, August 1985.

- Orientation of the New Worker in the Work Culture. Seminar on Career Orientation for Final Year Students, presented by The Department of Domestic Sciences, University of Pretoria, March 1986.
- The Life Phase of Old Age in Perspective. Training Seminar of The S.A. Womens Federation for Service Centre Managers in the Pretoria Area, Pretoria, June 1986.
- Preparation for Old Age. Training Seminar of The Society for Public Service Officials (for managers of this society), Pretoria, January 1987.
- Self-management and Self-realization in the Career Situation. Training Seminar of The Department of City and Regional Planning, for Lecturers and Final Year Students, University of Pretoria, August 1987. (Repeated in : September 1988; September 1992)
- Healthy Self-management in the Career Situation of the Psychiatric Nurse. Training Seminar of The Psychiatry Association (Pretoria), Weskoppies Hospital, Pretoria, September 1988.
- Self-management in the Professional Environment. Seminar on Professional Orientation, presented by The Department of Domestic Sciences, University of Pretoria, to Lecturers and Final Year Students, February 1989. (Also delivered : August 1989)
- Stress and the Modern Family. Training Seminar of The Pretoria -East Parent Guidance Action Group, Pretoria, May 1991.
- Adolescence Today - A timely Perspective. Youth Training Seminar of The New Apostolic Church, Pretoria, May 1991.
- Patient Behaviour Dynamics - Implications for Managing People in the Practice Environment. 1997 Practice Seminar of The Private Practitioner Association, Franschhoek, Western Cape, September 1997.
- Retirement : A Psychological Perspective. Seminar as part of the Preparation for Retirement Programme of the Technicon Pretoria. November 2001.
- The New Model for the training of Psychologists in South Africa - Perspectives and Implications. Seminar of The Association of Psychologists of Namibia, University of Namibia, Windhoek, Namibia. July 2002.
- Leadership : modern trends and strategies. Organisational Behaviour Seminar, presented by The Department of Psychology, University of Namibia, Windhoek, Namibia. April 2003.
- Living and Managing Retirement as a Life Reality Orientation (a LRO - Leadership workshop). Seminars on Retirement Counselling to Employees of The Technicon Pretoria, Pretoria. October 9 & 10, 2003.
- Presenting ideas and projects to sponsors. Workshop presented to UP students on the Tuks Top Junior and Senior Leadership Development Programme. University of Pretoria. April 29, 2010.

4. OTHER TEACHING CONTRIBUTIONS

4.1 VISITS TO LOCAL AND OVERSEAS UNIVERSITIES AS GUEST PROFESSOR OR LECTURER IN REGARD TO TEACHING

Provide details.

External Moderator (2001-2004) and guest lecturer (2004 – present) to the Department of Psychology, University of Namibia : (Fields : General Psychology, Industrial Psychology & Clinical Psychology).

External lecturer and moderator (from 2008) for the Department of Human Sciences, University of Namibia.

4.2 PARTICIPATION IN NATIONAL AND INTERNATIONAL TEACHING ASSOCIATIONS, BODIES, COMMITTEES

Provide details.

Ongoing contact and collaboration with the “Nederlands Instituut voor Arbeidsomstandigheden” (NIA), via contact persons M.Kompier and F.Marcelissen. Exchanging information and research data concerning work stress measurements and the construction of questionnaires in this domain : 1990 – 1993 (in partnership with Prof.E.S.van Zyl, currently from the Department of Industrial Psychology, University of the Freestate). Also collaborated in this process with the following institutions and contact persons : The Stress Research Unit, Department of Psychology, University of Dundee, Scotland (Dr.Shirley Fisher), The Laboratory for Clinical Stress Research, Karolinska Institute,

Stockholm, Sweden (Dr.Lennart Levi).

Collaboration with the “Departement Personeelsmanagement”, Rijksuniversiteit Leiden, Netherlands, in terms of exchanging information, curriculum contents, training strategies and needs analysis relating to the academy – practice connection and the role and utilization of students in this domain as part of a service learning initiative – contact colleagues dr.P.Baltus and dr.H.van der Pol : 1992 – 1995.

Member of committee tasked with investigating appropriate selection criteria for candidates applying for the MA (Clinical Psychology) and (Industrial Psychology) degree programmes, Department of Psychology, University of Namibia – 2002.

Member of task-group (University of Namibia) investigating the implications of the new training model for Psychologists in South Africa for the training of Psychologists at UNAM – 2002/2003.

Involved with Prof.Elizabeth Plattner, Head of Department of Psychology, University of Botswana : aiding them in curriculum planning and course developments : 2006

Serve on the curriculum committee of the Polytechnic (University of Technology), Department of Human Resources Management, Windhoek, Namibia – from 2009

5. RESEARCH ACTIVITIES

5.1 FORMER SUPERVISION OR CO-SUPERVISION (*Completed*)

Name of Student	Degree / Title of dissertation / thesis and date	Supervisor	Co-supervisor(s)
M COM / MA			
Bakkes, A.C.	Die doeltreffendheid van die NIPN Projektiewe Persoonlikheidstoets en die TAT-Z by die keuring van Swart Werknemers. (1985) MA.	H Brand	
Barreiro – Lucas J	Return to work experiences of female employees following maternity leave. (2012) MCom	. H Brand	
Bessinger, E.	Developing a Model for an Employee Wellness Programme for a Fast-moving Consumer Goods Organization. (2006) MCom.	H.Brand	
Bonehill J	Consultant wellness in the South African working environment : A qualitative study. (2012) MCom	H Brand	
Breedt, BC.	'n Sielkundige Onderzoek na die Verskynsel van Rugpyn. (1983) MA.	H Brand	
De Klerk, AM.	Kognitiewe Gedragsterapie met 'n Obsessief-Kompulsiewe Kliënt. (1983) MA.	H Brand	
Degenaar, W.	The development of a model that incorporates ethics in the recruitment and selection process. (2005) MCom.	H Brand	
De Jager, AJ.	Organisasieklimaat en organisasieloyaliteit in 'n Publikasie-organisasie. (1999) MCom.	H Brand	
de Villiers, DW	Die verband tussen werknemerdiefstal en etiese werksklimaat in 'n versorgingsoord. (2004) MCom.	H Brand	
Du Toit, GP	Cognitive complexity's influence on information needs in change. (2005) MCom.	H Brand	
Farrell, JD.	Psigoterapie met 'n Jeugdige Skisofrene Pasiënt. (1980) MA.	H Brand	
Gauche, C.	A study of employee wellness in a call-centre environment. (2008) MCom.	H Brand	
Hattingh M	An explorative comparison of the perceived	. H Brand	

Name of Student	Degree / Title of dissertation / thesis and date	Supervisor	Co-supervisor(s)
	value and subjective experiences of the coach and the coachee during executive coaching (2009) MCom.		
Heine, A.	Developing a model for managing and overcoming the barriers of introducing women in the mining industry. (2009) MCom.	H.Brand	
Heyns, GJ.	Die ontwikkeling van 'n model vir die evaluering van die kognitiewe werkslading in hoë tegnologiestelsels. (1989) MCom.	H Brand	
Joubert, N.	Die evaluering van klantediens binne die Menslike Hulpbrondvisie van 'n Diensorganisasie. (1997) MCom.	H Brand	
Kruger, JH.	Die verband tussen Ouderdom, Persoonlikheidseienskappe en Dryfvermoë by Treindrywers. (1981) MA.	H Brand	
Ludik, IJG.	Stres en die Verpleegkundige. (1988) MCom.	H Brand	
Marais, SJ.	An exploratory study of Factors impacting on Home Ownership for a group of Mine Workers in the Platinum Mining Industry. (2006) MCom.	H.Brand	
McDiarmid S	Investigating the concept of a meaningful workplace in a school environment (2009) MCom.	H Brand	
Meyer, JA.	Die evaluering van die effek van gehaltekringe op houdings in 'n diensorganisasie. (1989) MCom.	H Brand	
Myburgh, DA.	'n Profielbeskrywing van beurshouers van 'n hoog-tegnologie onderneming. (1992) MCom.	H Brand	
Otterman, CI.	Die beleving van organisasieklimaat en stres by bestuurders van 'n nasionale diensorganisasie. (1992) MCom.	H Brand	
Pistorius, AG.	Metakommunikasie in Psigoterapie. (1980) MA.	H Brand	
Pretorius, N.	Die versorging van Bejaardes : 'n Sielkundige Benadering (1985) MA.	H Brand	
Pretorius, OJ.	Werknemers se persepsie van prestasiebeoordeling in 'n Nasionale Vervaardigingsorganisasie. (2001) MCom.	H Brand	
Redelinghuys, EC	Die Sielkundige Implikasies van 'n Wiegiedood vir die Moeder. (1986) MA.	H Brand	
Schramm, WK.	The Experiential World of a Schizophrenic. (1984) MA.	H Brand	
Sehannie, S.	An explorative Study into the Effectiveness		

Name of Student	Degree / Title of dissertation / thesis and date	Supervisor	Co-supervisor(s)
	of an Accelerated Development Programme within a South African Organization. (2009) MCom.	H Brand	
Silberman, MT.	Perceptions of Occupational Discrimination and sexual harassment against women in a Government Department and the influence thereof on work satisfaction. (1995) MCom.	H Brand	
Smit, M.	Accommodating Deaf Individuals within the Automotive Manufacturing Industry : A Qualitative Study (2010) MCom.	H Brand	
Sonnendecker, EGH	Psigogene Infertiliteit by die Vrou – ‘n Psigodinamiese Onderzoek. (1991) MA.	H Brand	
Stoltz, S.	Ontleding van regstellende optrede in die Openbare Sektor: 'n Gevallestudie. (1999) MCom.	H Brand	
Swanepoel OM	The effect of mentoring on the development of leaders.(2012) MCom (IOP).	H.Brand	
Vd Westhuizen, FCH	Die verskynsel van psigiese uitbrand by sekerheids-keuringbeamptes in 'n hoogtegnologie-onderneming. (1991) MCom.	H Brand	
Van Straten, D.	Die interverwantskap tussen Persoonlikheidstrekke en Werksprestasie van Bestuurders. (2000) MCom.	H Brand	
Van Zyl, ES.	Die verband tussen werkstres en werksprestasie in 'n sensitiewe werksomgewing. (1988) MCom.	H Brand	
Vundla W	The impact of an organizational restructuring exercise on the wellness of middle managers in a mining company (2012) MCom	H Brand	
Westraat, AP.	Die aard en omvang van stres onder personeel verbonde aan die SA Polisie diens: Honde-eenheid in Durban. (2002) MCom.	H Brand	
Wilson, J.	The impact of Organizational Restructuring on Organisational Climate and Employee Attitudes. (1999) MCom.	H Brand	
D COM			
Van Zyl, ES	Die ontwikkeling van ‘n meetinstrument vir werkstres (1991)	H Brand	
PHD			
Boonzaaier, G. PhD (HRM)	Investigating innovation : measurement, standardization and practical application (2009)	H.Brand	
Botha, P.A. PhD (HRM)	Development of a holistic wellness model for managers in tertiary institutions.(2007)	H.Brand	

Name of Student	Degree / Title of dissertation / thesis and date	Supervisor	Co-supervisor(s)
MBA			
Sayed, S. Mr	Investigating the level of job satisfaction and motivational spirit in Telkom (Pty) Ltd. (2003)	H Brand	
Strydom, IO. Mnr	Experiential learning as preferred way of addressing trust. (2003)	H Brand	
Sykes, MR. Me	An investigation into the work dissatisfaction of workers within a health care organisation. (2003)	H Brand	
Van Staden, HS. Mnr	The effect of teamwork on the individual: a critical study of the term "teamwork". (2003)	H Brand	
Padayachee, D.	Strategies for combatting HIV/AIDS in ESKOM (2005)	H.Brand	
de Wet, Hilgard H.P.	The influence of personality traits and biographical factors on employee safety behaviour in a manufacturing environment. (2005)	H.Brand	

5.2 CURRENT POST-GRADUATE STUDENTS

Name of student	Degree enrolled for and date of first registration	Project title	Supervisor	Co-supervisor(s)
Greyling E	PhD (HRM)	The applicability of the Theory of Planned Behaviour to choosing a career as a rural physician in South Africa. Finalized. (2009)	H Brand	
Mokone D	MCom(HRM)	Not finalized yet	H Brand	
Tshakuma L	MCom (IOP)	The nature and implications of the concept of micro-inequities at a South African Company. Finalised (2012)	H Brand	

Name of student	Degree enrolled for and date of first registration	Project title	Supervisor	Co-supervisor(s)

6. RESEARCH OUTPUTS

6.1 PARTICIPATION IN CONFERENCES, WORKSHOPS AND SHORT COURSES – SPECIFY TYPE OF CONTRIBUTION

Provide full details of participation in national and international conferences, etc.

6.1.1 Refereed articles and other publications

BRAND, HE : 1978 : Contributions of Clinical Psychology in the field of Geriatrics. Psychotherapeia, Vol.4, September, 10-13.

BRAND, HE : 1978 : The Psychological Evaluation of Elderly Subjects. Psychotherapeia, Vol.5, November, 14-19.

BRAND, HE : 1981 : Elderly Care : A revised Approach. Psychotherapeia, Vol.5, 4-9.

BRAND, HE : 1986 : Some Existential Viewpoints on Psychotherapy with the Aged. Psychiatry and Clinical Psychology in Practise, Vol.2, No.3, 17 - 18.

BRAND, HE : 1987 : Uncertainty in Times of Development and Change. Publico, Vol.7, No.5, 18-20.

BRAND, HE : 1988 : Psychotherapy with the Aged : Guidelines worth considering. Psychotherapeia, Vol.14, No.2, 9-12.

BRAND, HE : 1989 : (Co-author) Handbook : Predikant en Pastorele Praktyk (Editor : AJ Smuts), Chapter : Lewensfases en Verhoudings. Academica : Pretoria, Cape Town, 188-219. Editorial member and co-contributor : South African Handbook of Abnormal Behaviour (Editor: DA Louw).1989. Southern Publishers : Johannesburg.

BRAND, HE : 1990 : The Relation between Management Functions and the Lecturing Task of Lecturers. S.A. Journal for Economic and Management Sciences, Vol.4, November, 45-51.

BRAND, HE : 1990 : The Role of the Lecturer in Organisational Context in a changing Tertiary Education World. S.A. Journal of Higher Education, Congress Edition of the S.A. Society for Research and Development in Higher Education, Vol.1, 144-154.

BRAND, HE, MEYER, JA & THERON, SW : 1992 : The Evaluation of the Effect of Quality Circles on Work Attitudes in a National Service Organisation. S.A. Journal of Economic and Management Sciences, Vol. 7, Winter, 49-56.

BRAND, HE & VAN ZYL, ES : 1993 : The Relation between Work Stress and Work Performance in a Work Environment with Exceptional Tasks, S.A. Journal of Economic and Management Sciences, Vol.9, Autumn, 74-83.

Editorial Member and co-contributor : Handbook : Psychology. An Introduction for Students in Southern Africa (Editors : DA Louw & DJA Edwards).1993. Lexicon Publishers : Johannesburg.

BRAND, HE, VAN ZYL, ES & VAN DER WALT, HS : 1994 : The Development of a Measuring Instrument of Work Stress. Journal for Industrial Psychology, Vol.20(1), 22-28.

BRAND, HE, MARAIS, R & THERON, SW : 1997 : The Identification of Stressors experienced by Pilots of a Commercial Airline Company. S.A. Journal for Economic and Management Sciences, Vol. 21, Autumn, 138-147.

BRAND, HE & JOUBERT, N : 1999 : The Evaluation of Client Service provided by the Human Resource Division of a National Service Organisation. S.A. Journal of Economic and Management Sciences, Vol.2, No.2, June, 258-268.

BRAND, HE & WILSON, J. : 2000 : The Impact of Organisational Restructuring on Organisation Climate and Employee Attitudes. S.A. Journal of Economic and Management Sciences, Vol.3, No.1, March, 97-108.

BRAND, HE & STOLTZ, S. : 2001: An Analysis of Affirmative Action in a S.A. Public Sector Department. S.A. Journal of Economic and Management Sciences, Vol.4, No.1, March, 118-132.

BRAND, HE & SILBERMAN, MT : 2002 : Perceptions of Sexual Discrimination, Sexual Harassment and Job Satisfaction among Female Employees in the Public Sector. S.A. Journal of Economic and Management Sciences, Vol.5, No.3, September, 607 - 624.

BRAND, HE & PRETORIUS, OJ : 2003 : Employees' Perceptions of Performance Evaluation in the Manufacturing Industry. S.A. Journal of Economic and Management Sciences, Vol.6, No.3, September, 577-590 .

BRAND, HE : 2008 : Proposing and evaluating a Model for Ethical Recruitment and Selection. Journal of Contemporary Management, Vol.5, 205-222.

BRAND, HE : 2009 : Workforce Commitment in an International Organization in The Health Sector. Journal of Contemporary Management. Vol.6, 64-80.

BRAND, HE & BOTHA, PA : 2009 : Development of a Holistic Wellness Model for Managers in Tertiary Education Institutions. S.A. Journal of Human Resource Management, Vol 7, No.1, 10 pages.

BRAND, HE & GAUCHE, C : 2010 : A Study of Employee Wellness in a Call Centre Environment. Occupational Health Southern Africa. Vol.16, No.2, 21-27. March/April.

BRAND, HE & SMIT.M : 2011 : Accommodating Deaf Individuals in the Automotive Manufacturing Industry : A Qualitative Study. Occupational Health Southern Africa. Vol. 17, No 5, 22 – 28. September/October.

BRAND, HE & COETZEE, M : 2012 : An explorative Comparison of the Value and Experiences of the Coach and Coachee during Executive Coaching. Journal of Social Sciences. (will be published; first edition of said Journal in 2013)

BRAND, HE & BARREIRO-LUCAS, J : 2012 : Return to Work Experiences of Female Employees following Maternity Leave. S.A. Journal of Labour Relations (submitted in 2012)

6.1.2 Books and/or chapters in books

BRAND, HE : 2002 : Chapter in book : Lifeskills and Career Counselling (editors : Maree, JG & Ebersohn, L.) Work and Mental Health : A psychodynamic Perspective. 167 - 179.

BRAND, HE : 1989 : Chapter in book : Predikant en Pastorele Praktyk (editor : A.J.Smuts) Lewensfases en verhoudings : Ouderdom –'n sielkundige perspektief op die lewensfase van bejaardheid. 188 – 204.

6.1.3 Technical reports and other scientific publications

BRAND, HE : 1990 : Manpower Management : An urgent Case of Thinking and Working together. Sake-Rapport, Personeelsake, October.

BRAND, HE : 1992 : The Relation between Institutional Values and Training. U.P. Dosent, Jaargang 13, No.2, July, 3-11.

BRAND, HE : 1998 : A Stress Management Model for the Aviation Industry. Proceedings of the 4th Australian Aviation Psychology Symposium, Vol.1

BRAND, HE : 1988 : Investigation on Work Stress among Medical and Nursing Staff in Management Positions in the Public Sector. Report to the Medical Faculty, U.P., Department of Public Health : 30 pages.

BRAND, HE & VILJOEN, J : 1991 : Investigating the Possibilities of Low-income Housing Aid for Black Employees of SASKO Mills. Report to SASKO Mills, Pretoria. 26 Pages.

BRAND, HE & MYBURGH, DA : 1992 : Compiling a Profile Description of Krygkor Grant Holders. Report to HR Department, Krygkor Head Office, Pretoria. 45 Pages.

6.1.3 Technical reports and other scientific publications

BRAND, HE & MEIRING, N : 1992 : Re-evaluation of the Apprentice Selection Battery of the Grootegeeluk Coal Mine (ISCOR), Ellisras. Report to the HR Provision Department, Grootegeeluk Mine. 23 Pages.

BRAND, HE & MARAIS, S : 2006 : Factors impacting on home-ownership for mineworkers at Northam Platinum Mine, Rustenburg. Report to management of Northam Platinum Mine. 20 Pages.

7. OTHER SCHOLARLY RESEARCH-BASED CONTRIBUTIONS

7.2.1 National

Attitude Forming and Change. Personnel Development Seminar of Adult Education Consultants, Dikhololo, Brits. January 1987.

Self -maintenance in the professional Milieu of Nursing. Annual Meeting of the S.A.Nursing Association, Pretoria. March, 1988.

Personnel Management : Education and Practice : Thinking together on Teamwork.7th National Congress of The Psychology Society of S.A., Durban, September 1989.

The Role of the Lecturer in the Organizational Context within a changing Tertiary Education World. National Congress of The S.A. Society for Research and Development in Higher Education, Pretoria, October 1990.

Psychological Preparation for Retirement. Seminars on Retirement Counselling (to Employees) by The Department of Labour and Management Services, City Council of Pretoria, Pretoria. August 1991; September 1991; October 1991.

The Management of Change and Adaptation - The Situation in Perspective. National Congress of the Psychology Association of S.A., Pretoria, October 1991.

Brand, H.E. en van Zyl, E.S., (Human Resources, HSRC): The development of a Measuring Instrument for Work Stress for High Level Employees. National Congress of The Psychology Society of S.A., Pretoria, October 1991.

Brand, H.E. en Schaap, P.: Learning Approaches of Students in the Faculty of Economic and Management Sciences : Implications for Tuition. Faculty Symposium (Theme: Development of Academic Potential of Students) of the mentioned faculty, University of Pretoria, September 1992.

Aids Management : A Human Resources Management Perspective. Seminar presented by The Society for Student Counselling in Southern Africa (Theme : AIDS Update - A Multidimensional Approach). HSRC Conference Hall, Pretoria, June 1993.

Management and Work Ethics in Organisations : Challenges to Human Resources Management. Seminar on Work Ethics presented by the HSRC. HSRC conference hall, Pretoria, June 1993.

Educational Challenges to Management : Realities of Higher Education in South Africa and the Implications for Training and Provision of High-level Manpower. 6th Annual Conference of The Southern African Institute for Management Scientists, University of the Western Cape, Cape Town, September 1994.

Psychology and Industrial Psychology : a sensitive Relationship between Academy and Practice - some Perspectives from the Academic World. Industrial Psychology Congress, Centurion Congress Centre, Centurion, Pretoria, October 1994.

Hope : An Under-utilised Psychological Resource : Personal and Industrial Implications. National Congress of The Psychology Society of South Africa, University of Natal, Pietermaritzburg, April 1995.

Effective Lecturing Management : The Importance of Maintenance of the Primary Medium of Tuition/Training. National Conference of the South African Society for Research and Development in Higher Education, Cape Town, September 1995.

Hope : An Under-utilised Psychological Resource in Human Resource Management. Annual Conference of The Southern Africa Institute for Management Scientists, Rhodes University, Grahamstown, July 1996.

Stress Management : New Trends and Approaches. Seminar presented by The Faculty of Medicine, University of Pretoria, August 1996.

Analysing the Relation between Macro and Micro Realities in the Training of High Level Manpower for Human Resources Management : utilising the Example of Training of Industrial Psychologists. 1997 Conference of The Southern Africa Institute for Management Scientists, University of Natal, Pietermaritzburg, June 1997.

Entrepreneurship Training in Music Education. Paper at a Training Seminar for M.Mus (Music Education) students of The Department of Music, University of Pretoria, U.P. Conference Centre, February 1998.

The evaluation of Client Service provided by the Human Resource Division of a National Service Organisation. 1999 Conference of the Southern Africa Institute for Management

Scientists, University of Stellenbosch, September 1999.

Employee Perceptions of Performance Evaluation in the Manufacturing Industry. 2004 Conference of the S.A Institute for Management Scientists, hosted by the Cape Technicon. Cape Town, September 2004.

Ergonomics and Human Behaviour. SASOM (S.A. Society of Occupational Medicine) Congress on Ergonomics, Johannesburg, National Institute of Occupational Health, August 2006.

Working together as a team - Secretaries as valuable team members. Government Secretaries Conference, Johannesburg, Fourways Indaba Hotel, November 2006 and October 2007.

Social Intelligence for Workplace Success. SARWA (South African Right of Way) Conference. Johannesburg, March 2007.

Teamwork and the Personal Assistant : a vital link. The National PA Convention. Johannesburg. March 2008.

The Concept of Hope : an under-utilized Resource in Business Leadership. ICCB Conference. Somerset West. September/October 2008.

Executive Coaching : comparing Experiences of Coaches and Coachees. SIOPSA Conference. The CSIR Conference Centre, Pretoria. July 2011.

7.2.2 International

Van Zyl, E.S. & Brand, H.E. : Evaluating Work Stress in the South African Industrial Context. Internationale Simposium of the " Nederlands Instituut Voor Praeventieve Gezondheidszorg", Amsterdam, Netherlands. September 1992.

The Identification of Stressors experienced by Pilots of a leading South African National Commercial Airline Company. 9th International Symposium on Aviation Psychology, Columbus, Ohio, VSA. April-May 1997.

Devising a Model for effective Stress Management in a leading South African Airline Company. 1998 Australian Aviation Psychology Symposium, Sydney, Australia. March 1998.

Utilising basic Management Principles in Sport Training : A South African School Sport Case Study. 1998 11th Commonwealth & International Scientific Congress, University of Malaya, Kuala Lumpur, Malaya. September 1998.

Macro and Micro realities in the Training of Industrial Psychologists in South Africa : an Academic Department Experience. 6th European Congress of Psychology, Rome, Italy. July 1999

The Impact of Organisational Restructuring on Organisation Climate and Employee Attitudes. 10th EAWOP Congress, Prague, Czech Republic. May 2001

Developments in the new Model for training of Psychologists in South Africa. National Forum of Psychologists in Namibia. University of Namibia, Windhoek July 2002.

An Analysis of Affirmative Action in a South African Public Sector Department. 11th EAWOP (European Association on Work and Organizational Psychology) Congress. University of Lisbon, Lisbon, Portugal. May 2003.

Employee Perceptions of Performance Evaluation in the Manufacturing Industry : A South-African Perspective. 12th EAWOP (European Association on Work and Organizational Psychology) Congress. Grand Cevahir Hotel & Conference Centre, Istanbul, Turkey. May 2005.

Perceptions of Sexual Discrimination, Sexual Harassment and Job Satisfaction among Female Employees in the South African Public Sector. 13th EAWOP (European Association on Work and Organizational Psychology) Congress. Stockholm, Sweden. May 2007.

Development of a Holistic Wellness Model for Managers in Tertiary Education Institutions in South Africa. 9th Annual International Conference of the Global Business and Technology Association. Taipei, Taiwan. July 2007. (paper prepared in conjunction with PhD candidate PA Botha – paper delivered by candidate).

A Generic Competency Model for Performance Managers. PMA (Performance Management Association) Conference. University of Otago, Dunedin, New Zealand. April 2009.

Proposing and devising a Model for Ethical Recruitment and Selection. A South African Perspective. 14th EAWOP (European Association on Work and Organizational Psychology) Congress. Santiago, Spain. May 2009.

Employee Wellness in the Call Centre Industry. 4th International Business Conference (IBC). Zambezi Sun Hotel, Victoria Falls, Zambia. October 2010.

Comparison of the Value and Experiences of the Coach and Coachee of Executive Coaching : a South African Prespective. 15th EAWOP (European Association on Work and Organizational Psychology) Conference. Maastricht, Netherlands. May 2011.

Executive Coaching : positive and negative Experiences of Coaches and Coachees. 3rd European Conference of Coaching Psychology. London. December 2011.

Managers' Perspectives on accommodating Deaf Individuals within the Automotive Manufacturing Industry : a Qualitative Study. 30th International Congress of Psychology, Cape Town. July 2012.

Employing deaf individuals in a motor manufacturing company : some Human Resource Management Perspectives. 11th IFSAM World Congress, Kemmy Business School, Limerick, Ireland. June 2012.

7.2 TEAMWORK AND COLLABORATION WITH OTHERS

- Research/curriculum development collaboration with lecturers from the following universities:
 - University of Namibia (Masters & Doctoral students : research)
 - Polytechnic of Namibia (Human Resource Management programmes)

8. MANAGEMENT AND ADMINISTRATIVE DUTIES

- Member of the Faculty committee investigating the extra-mural student component of the Faculty (1992).

- Member and chairman of Faculty committee evaluating proposed bridging courses contained under the UP- National Private Colleges co-operation agreement (1993).
- Member of the telematic co-ordination committee of the Faculty (1996).
- Member of the UP disciplinary hearing committee (since 1993).
- Member of the Research Ethics Committee of the Faculty (2004-2009)
- Member of the Admittance Committee of the Faculty (2005-2009)

9. COMMUNITY SERVICE OR PROFESSIONAL SKILLS

9.1 PROFESSIONAL SERVICE PERFORMED

- Coordinator of the Industrial & Organisational Psychology 703 course as part of the post graduate diploma in Health Administration of the Department of Community Health, Faculty of Medicine (since 1985).
- Responsible for all personnel development actions and inputs in the department.
- Responsible for all aspects and arrangements regarding performance awards and prizes of the department.
- Departmental representative in and member of the editorial committee of *Communique*, annual publication of the Faculty (1990-1998).
- Practicing (part time) as human resource management consultant & management coach - delivering services (courses; consultations) to organisations in the public and private sectors. (e.g. Mpumalanga Legislature, The Pebble Bed Modular Reactor Company, The National Gambling Board, etc.)
- Practising (part time) as Clinical Psychologist.
- Serve as Board Examiner for the S.A. Board for Personnel Practice.
- Serve on selection committee for senior appointments : Faculty of Management and Law, University of the North, Pietersburg/Polokwane (February 2002)
- Serve on selection committee for senior appointments : Faculty of Economic and Management Sciences, University of Venda (February 2001).

9.2 INVOLVEMENT WITH OTHER UNIVERSITIES / SCIENTIFIC INSTITUTIONS

- Serve as external examiner for the Department of Industrial psychology, *University of Fort Hare, S.A.*
- Serve as external examiner for the Department of Industrial Psychology, *University of the North, S.A.*
- Serve as external examiner and leader for Masters and Doctoral candidates of the Department of Industrial and Organizational Psychology, *University of North-West, S.A.*
- Serve as external examiner and leader for Masters and Doctoral candidates of the Department of Industrial Psychology, *University of the Free State, S.A.*
- Serve as external examiner and leader for Masters and Doctoral candidates of the Department of Industrial Psychology, *UNISA, S.A.*
- Serve as external examiner, moderator and part time lecturer for the Department of Psychology (sections : General & Industrial Psychology) ,*University of Namibia, Namibia.*
- Serve as external evaluator in the selection and appointment committee of the Faculty of Economic and Management Sciences, *University of Venda, S.A.*
- Serve as external examiner for Masters candidates of the Department of Psychology, *University of the Witwatersrand, S.A.*
- Serve as external lecturer for the Department of Music, *University of Pretoria*, in the module : Arts & Culture Management (pre-and post graduate programme levels)
- Serve as external examiner for pre-graduate and Hons.candidates in Sport Psychology, Department of Psychology, *UNISA.*
- Serve on Curriculum Advisory Board for qualifications in Human Resources Management of *the Polytechnic of Namibia* (2010 – 2013)

9.3 REFEREE DUTIES

- SA Journal of Industrial Psychology
- SA Journal for Economic and Management Sciences
- Perspectives in Education
- Southern African Business Review (serve on editorial board)
- Journal of Social Sciences

10. AWARDS AND SCIENTIFIC / SCHOLARLY RECOGNITION

10.1 RESEARCH AWARDS AND PRIZES

None

ATTACHMENTS

Candidates should attach the following documents to their CV's

- * Short critical assessment of your **teaching and research outputs and practice** over the last several years. (Teaching and research should be dealt with separately. In sum they should not exceed 4 pages. Highlight your most important teaching and research achievements and provide the necessary background to allow reviewers to appreciate your achievements);
- * 2 –3 referees who may be consulted to confirm critical aspects of your CV.